

Trade for the first time on or after 1st January 1920, and—

- (1) is employed in learning any one of the following branches of the Trade by an employer who provides the worker with reasonable facilities for such learning :—
- (i) Polishing by Hand,
  - (ii) Drawing by Hand,
  - (iii) Shaving Brush Making,
  - (iv) Enamel Brush Making,
  - (v) Bone Brush Making,
  - (vi) Machine Filling, and

- (2) has received a certificate or has been registered in accordance with rules from time to time laid down by the Trade Board, or has made an application for such certificate or registration, which has been duly acknowledged and is still under consideration. Provided that the certificate or registration of the learner may be cancelled if the other conditions of learnership are not complied with.

Provided that an employer may employ a Female Learner on her first employment, in one of the branches of trade described in paragraph (1) of this Section, without a certificate or registration for a probation period not exceeding four weeks, but in the event of such learner being continued thereafter at her employment, the probation period shall be included in her period of learnership.

Provided that notwithstanding compliance with the conditions contained in this Section, a person shall not be deemed to be a learner if she works in a room used for dwelling purposes and is not in the employment of her parent or guardian.

- (d) A "Home-Worker" is a Worker who works in his or her own home or in any other place not under the control or management of the employer.

## PART VI.

### OVERTIME RATES FOR MALE AND FEMALE WORKERS.

#### SECTION I.

In accordance with Section 3 (i) (c) of the Trade Boards Act, 1918, the Trade Board have declared the normal number of hours of work in the trade to be as follows :—

In any week	.. .. .	48
On any Day (other than Saturday)	.. .. .	9
On Saturday	.. .. .	5

Provided that all hours worked on Sundays and on Customary Public and Statutory Holiday shall be regarded as Overtime to which the Overtime Rates shall apply.

#### SECTION II.

### OVERTIME RATES FOR MALE AND FEMALE WORKERS EMPLOYED ON TIME-WORK.

The Minimum Rates for Overtime in respect of hours worked by a worker employed on Time Work (so far as is allowed under the Factory and Workshop Acts and the Employment of Women, Young Persons and Children Act, 1920), in excess of the number of hours declared by the Trade Board to be the normal number

of hours of work in the Trade shall be as follows :—

- (a) For the first two hours' Overtime on any day, except Sundays and Customary Public and Statutory Holidays, the Overtime Rate shall be One-and-a-Quarter times the Minimum Rate otherwise applicable, *i.e.*, Time-and-a-Quarter.
- (b) For Overtime after the first two hours of Overtime on any day, except Sundays and Customary Public and Statutory Holidays, the Overtime Rate shall be One-and-a-Half times the Minimum Rate otherwise applicable, *i.e.*, Time-and-a-Half.
- (c) For all time worked on Sundays and Customary Public and Statutory Holidays, the Overtime Rate shall be Twice the Minimum Rate otherwise applicable, *i.e.*, Double Time.
- (d) For all hours worked in any week in excess of 48, the Overtime Rate shall be Time-and-a-Quarter, except in so far as higher Overtime Rates are payable under the provisions of paragraphs (b) and (c) above.

Provided that where it is or may become the established practice of an employer only to require attendance on five days a week, the Overtime Rates shall only be payable where on any day the number of hours worked exceeds 9½.

Provided also that where it is or may become the established practice of an employer to require attendance only on alternate Saturdays the Overtime Rate specified in paragraph (d) above shall not become payable in the week in which attendance on Saturday is required until 50 hours have been worked.

#### SECTION III.

Overtime Rates for all Male and Female Workers employed on Piece-work :—

The Minimum Rates for Overtime in respect of all hours worked by all Male and Female Workers employed on Piece-Work (so far as is allowed under the Factory and Workshop Acts and the Employment of Women, Young Persons and Children Act, 1920) in excess of the number of hours declared by the Trade Board to be the normal number of hours of work in the trade, shall be as follows :—

- (i) For Male Workers, the General Minimum Piece-Rate applicable as fixed by the Trade Board, or, where no General Minimum Piece Rate has been fixed by the Trade Board, a Piece-Rate which would yield, in the circumstances of the case, to an ordinary worker at least the same amount of money as the General Minimum Time-Rate, with the addition in both cases of One-Quarter of the General Minimum Time-Rate, One-Half of the General Minimum Time-Rate or the General Minimum Time-Rate which would be applicable to the worker if he were employed on Time-Work according as the Overtime Rate which would have been payable under the provisions of Section II. of this Part of this Schedule if the worker had been employed on Time-Work were Time-and-a-Quarter, Time-and-a-Half, or Double Time respectively.